Trade and Investment Queensland

Deputy Chief Executive Officer

Success Profile | May 2026

TIQ TRADE + INVESTMENT QUEENSLAND | GLOBALLY MINDED LOCALLY ENGAGED CONNECTED BY YOU

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EXECUTIVE SEARCH | RECRUITMENT | CAREER MANAGEMENT

Introduction

Thank you for your interest in the **Deputy Chief Executive Officer** selection process.

OnTalent is privileged to partner with **Trade and Investment Queensland**. This Success Profile provides you with information regarding the organisation, the role, our ideal candidate and the process we will use.

Once you have reviewed this material, and if you haven't already, please visit for details on how to apply.

I look forward to working with you through this process and invite you to contact Jay Baxter or myself directly at anytime on 07 3305 5800.

Donna Bliss
Senior Client Partner
OnTalent

About Trade and Investment Queensland (TIQ)

TIQ is the Queensland Government's dedicated global business agency for international investment and trade. Their global teams are based in 27 locations across 18 international markets and eight regional Queensland locations. They connect Queensland to the world, and the world to Queensland, driving global business opportunities.

- TIQ promote Queensland as an ideal location for trade, investment and talent.
- TIQ use their expertise, insights and global connections to help Queensland companies do business overseas.
- TIQ work with partner agencies, industry organisations and their international networks to attract global investment.
- TIQ are the global face of Queensland, a trusted partner.

Trade and Investment Queensland

Purpose

To grow international trade and investment and attract global talent and international students to Queensland.

Why Queensland

Queensland is positioned at the crossroads of the Asia Pacific, close to the world's largest growth markets, affording us strong advantages as an investment destination. Our dynamic and stable economy, highly skilled workforce, pro-business environment and advanced infrastructure offer businesses the best climate to expand and prosper. Queensland is also the driving force behind export growth in Australia, with total merchandise exports accounting for about one-fifth of the nation's total.

Queensland Trade and Investment Strategy 2022-2032 – a key focus of this role

Exports already support one in five Queensland jobs. The implementation of this $150 million Strategy will help to create additional jobs and deliver greater economic benefits for Queensland. The Strategy will harness Queensland's prime location in Asia-Pacific and assist the state's businesses to evolve to meet changing worldwide demand.

With Brisbane's Olympic flame burning bright in 2032, the Strategy will help facilitate Games trade and investment opportunities for the benefit of all Queenslanders.

The successful incumbent of this role will play a pivotal part in ensuring TIQ successfully delivers on the Queensland Trade and Investment Strategy 2022-2032.

Leadership Team

Justin McGowan
Chief Executive Officer

With significant international trade experience, Justin was appointed to the leadership role to drive Queensland's investment and export future.

Justin McGowan has held Senior Executive roles within the Australian Department of Foreign Affairs and Trade (DFAT) and is an accomplished diplomat. Most recently, he led the Capability Taskforce driving Australia's Foreign and Trade capabilities to meet future challenges and deliver economic potential. He was previously Australia's Commissioner General to the World Expo in Dubai for four years (2017 to 2021), facilitating engagement opportunities for government representatives, business councils, investors and entrepreneurs across most markets and sectors.

In previous roles, Justin has held senior leadership positions a range of private sector companies, has delivered on major global programs with the Department of Defence and served in the Royal Australian Navy on numerous operational deployments, including enforcing United Nations sanctions in the Middle East.

He has been awarded the Australian Active Service Medal, Australian Service Medal (Solomon Islands), Operational Service Medal, Afghanistan Campaign Medal, Australian Defence Medal and the Maritime Commander Australia Commendation.

Mr McGowan holds a Master of Management and Graduate Certificate in Management from the Australian National University and has studied at Melbourne and Harvard Kennedy Business Schools and is a Graduate of the Australian Institute of Company Directors (AICD).

Leadership Team

Liam Hayes

Chief Finance Officer

As Chief Finance Officer, Liam provides strategic leadership across financial services, grants administration, and procurement for TIQ's domestic and international operations. He works closely with internal and external stakeholders to ensure financial sustainability and supports the agency's global trade and investment objectives.

Liam has nearly 30 years of financial management experience within the Queensland public sector, including roles at the Queensland Police Service and Queensland Shared Services.

Prior to joining TIQ in May 2025, he was the Director of Corporate Services at the Queensland Curriculum and Assessment Authority (QCAA), where he supported the successful implementation and ongoing operations of the new Queensland Certificate of Education (QCE) system.

Liam holds a Bachelor of Commerce, is a Fellow of CPA Australia (FCPA), and is a Graduate of the Australian Institute of Company Directors (GAICD).

Anna Fedeles

General Manager, International Operations

Anna Fedeles was appointed General Manager of International Operations in November 2023. She has more than 20 years' experience in senior government and private sector roles focused on international trade, investment and education.

Most recently Australia's Consul General in Frankfurt and Senior Trade & Investment Commissioner for Germany, Switzerland and Poland, Anna drove demand for Australian green hydrogen and critical minerals and led Australia's consular response during COVID-19.

She has also held senior postings in Dubai and Italy, as well as leadership roles across Austrade, WWF and IDP, spanning trade, investment, education, technology, climate action and student recruitment.

Leadership Team

Michelle Matthews

Global Investment Commissioner, Global Investment Attraction

Michelle joined TIQ in January 2020, was appointed Director, Global Investment Attraction in May 2022, and has been Global Investment Commissioner since March 2025.

Prior to this, she spent two years with Biofutures Queensland in the Department of State Development, Infrastructure, Local Government and Planning where she managed a pipeline of industrial biotech opportunities aligned to the Queensland Biofutures 10-Year Roadmap and Action Plan.

Michelle has formal business qualifications and over 15 years public sector investment attraction experience, having joined Queensland Government's Invest Queensland in 2008.

Previously Michelle worked for 11 years promoting Queensland for international conferences in her senior roles at the Brisbane Convention & Exhibition Centre and Brisbane Marketing, working with academics across various sectors.

Maria Karatzis

Executive Director of Strategic Engagement and Communication

Maria was appointed Executive Director of Strategic Engagement and Communication in May 2023, after leading stakeholder, communication and partnership strategies for the Department of Employment, Small Business and Training, including media, events and digital engagement.

She has extensive experience in government communication, delivering key programs that enhanced public service delivery in Queensland. Maria led the revitalisation of the Queensland Small Business Advisory Council and development of the $8.76 million Small Business Wellness package.

She worked with stakeholders on small business recovery after the 2019 Monsoon Trough, supported engagement during COVID-19, and led the 2022 Queensland Workforce Summit, which shaped the state's 10-year workforce strategy.

Leadership Team

Denise Kreymborg

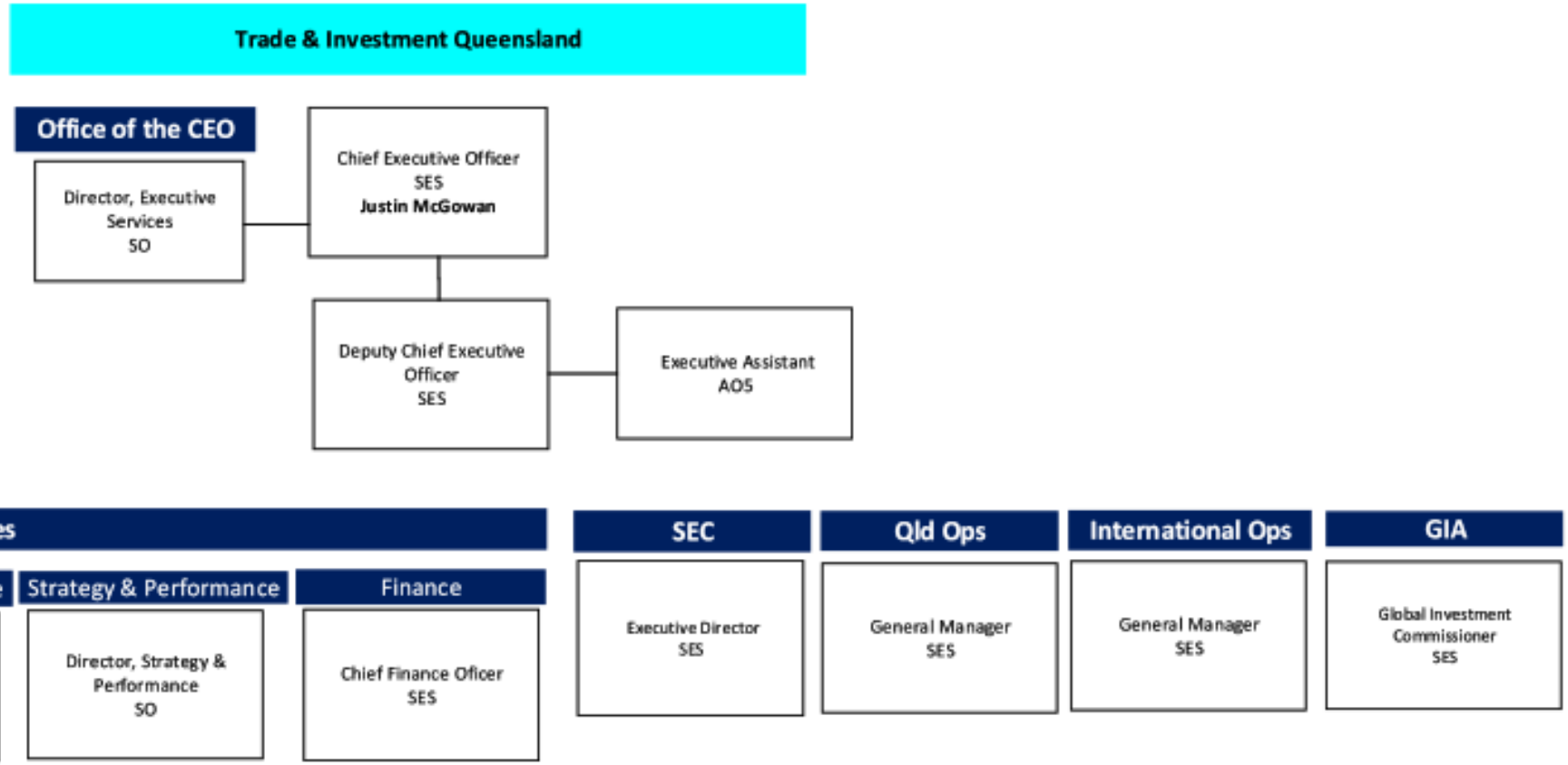
General Manager, Queensland Operations

Denise is an award-winning business professional with more than 20 years' experience in industry development, regional economic development and business strategy, with a strong track record in grant attraction, marketing and investment.

Before joining Trade and Investment Queensland, she was CEO of Whitsunday Economic Development Ltd, where she drove organisational change, secured $12 million in funding, negotiated export market access and led programs to help businesses grow and diversify.

She has also worked in industry development with Horticulture Innovation Australia and as a regional business advisor for government. Denise holds an MBA in entrepreneurial management and in 2012 received the AUSVEG National Industry Contribution Award for her leadership in market access and workforce development.

Organisational Structure



Deputy Chief Executive Officer

The Deputy Chief Executive Officer (DCEO) is the agency's most senior operational and corporate executive, acting as the Chief Executive Officer's principal deputy and a key driver of Trade and Investment Queensland's strategic and organisational performance. Reporting directly to the CEO, the role leads enterprise-wide corporate and operational functions while ensuring TIQ delivers on the Queensland Government's trade, investment and economic development priorities across domestic and international markets.

The DCEO oversees a broad portfolio spanning finance, governance, ICT, people and culture, legal, risk, procurement, strategy and performance, while also providing leadership to TIQ's General Managers and Executive Directors globally. The role requires a commercially minded and politically astute executive capable of operating across government, industry and international stakeholder environments.

Key Responsibilities

- Partner with the CEO to deliver TIQ's strategic and operational priorities
- Lead enterprise governance, budgeting, compliance and performance frameworks
- Drive organisational transformation, digital uplift and operational reform
- Provide leadership across TIQ's global executive team and operations
- Shape trade, investment and economic development policy advice
- Build strategic partnerships across government, industry and international markets
- Ensure organisational alignment, accountability and high-performance culture

Key Challenges

- Balancing government priorities with commercial and global market realities
- Leading organisational transformation within a complex public sector environment
- Managing diverse international stakeholder relationships amid geopolitical and economic change

Our Ideal Candidate

The ideal candidate will be a highly accomplished executive leader with significant experience operating within government, trade, investment, economic development or globally connected organisations. They will bring a strong understanding of international markets, investment attraction, export growth and the economic and policy settings that influence Queensland's global competitiveness.

This individual will have a proven track record leading large, complex operational and corporate portfolios, ideally within the public sector or similarly regulated environments. They will demonstrate strong commercial acumen combined with deep governance capability across finance, risk, compliance, transformation and organisational performance.

Equally important will be exceptional stakeholder engagement and political judgement. The successful candidate must be comfortable engaging with Ministers, Boards, central agencies and international partners while navigating sensitive and high-profile issues. A collaborative and values-driven leadership style will be critical, along with the ability to build high-performing executive teams, influence at the highest levels and drive enterprise-wide accountability and results.

The strongest candidates are likely to come from senior leadership roles within government agencies, investment promotion bodies, economic development organisations, infrastructure or trade-focused entities with significant international exposure.

Our Process

At OnTalent, we specialise in partnering with purpose driven organisations to identify and secure exceptional leadership and we are pleased to be working with Trade and Investment Queensland on this recruitment project.

Our approach is deliberate, strategic and people centred. Every step of our process is designed to ensure alignment between candidate capability and organisational purpose. From understanding the culture and objectives of our clients to engaging and assessing talent in a considered and thorough way, we don't cut corners.

We are deeply committed to creating inclusive and equitable recruitment experiences. Our process is built to reduce bias and support diverse representation at all stages. We will work closely with you to ensure we are able to create an inclusive, fair and accessible pathway for you throughout the process. We encourage all candidates to discuss their individual circumstances with our team at any time.

Our recruitment process is built to deliver results that last.

OnTalent Commitment

OnTalent is committed to providing exceptional levels of service to our clients and candidates alike.

Our commitment is to ‘Connect People and Purpose’ and we take this seriously.

Our core service standards for this project will include:

- All candidate calls returned on the same day.
- All client requests actioned in the same day.
- All applicants to be given an outcome within five working days.
- All interviewed candidates to be given verbal feedback.
- All reports to be tailored and accurate and delivered on time.
- Interviews coordinated so that candidate’s privacy is a priority with no candidates seen by other candidates.
- All candidates to be prepared and briefed for panel interviews.
- All panel members fully briefed prior to interviews as to format, questions, and candidate profiles.

If you have questions about this role, please reach out to one of the team below.
We welcome your application via the apply button on the OnTalent Website.

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